

The Impact of Job Satisfaction in Attaining Work-Life Balance a Perspectives from Women Sanitation Workers in Coimbatore

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This study investigates the intricate relationship between job satisfaction and work-life balance among women sanitation workers in Coimbatore, focusing on a sample of 200 participants. Employing a mixed-method approach, the research combines quantitative surveys and qualitative interviews to comprehensively examine both statistical correlations and personal experiences. The findings reveal a significant positive correlation between job satisfaction and the capacity to achieve a sustainable work-life balance, highlighting that higher levels of job satisfaction correspond with greater fulfillment in personal life. Additionally, qualitative insights elucidate the specific challenges these workers face, including long hours, job insecurity, and societal stigma, which affect their overall well-being. The results underscore the necessity for targeted workforce policies and interventions aimed at improving working conditions and support systems within the sanitation sector. This research not only contributes to the existing literature but also offers practical recommendations for enhancing the overall quality of life for sanitation workers, fostering a more equitable and supportive work environment.

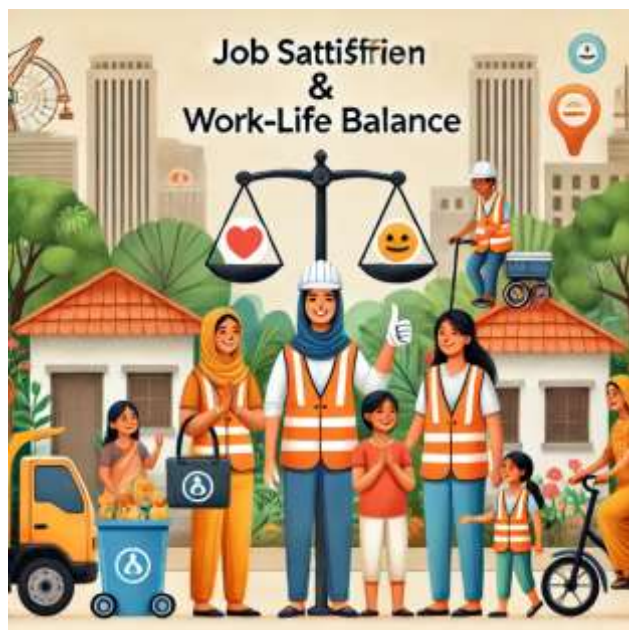
Keywords: Job Satisfaction, Work-Life Balance, Sanitation Workers.

1. Introduction

The role of sanitation workers is critical to public health and hygiene, yet this workforce often operates in the shadows, facing numerous challenges that impact their job satisfaction and overall quality of life. In many regions, including Coimbatore, India, women comprise a substantial portion of this labor force. Despite their essential work, these women often encounter various socio-economic and occupational hurdles that hinder their ability to achieve a satisfactory work-life balance. As urban populations grow and the demand for sanitation services increases, understanding the dynamics affecting women sanitation workers becomes increasingly vital.

Job satisfaction is a multi-faceted concept that encompasses various dimensions, including perceived recognition, workplace relationships, job safety, and personal fulfillment. For

sanitation workers, job satisfaction can significantly influence their motivation, productivity, and mental health. Conversely, work-life balance refers to the equilibrium between one's professional responsibilities and personal life, which is crucial for emotional well-being and overall life satisfaction. In the case of women sanitation workers, balancing demanding work schedules with family responsibilities poses unique challenges that often result in stress and dissatisfaction.



This study aims to fill the gap in existing literature by analyzing the relationship between job satisfaction and work-life balance specifically among women sanitation workers in Coimbatore. Given the industry's stigmatization and the physical demands of the job, it is essential to investigate how these factors interact and affect the overall well-being of these workers.

The research employs a mixed-method approach by integrating quantitative surveys with qualitative interviews. The quantitative component assesses job satisfaction and work-life balance through structured questionnaires, while the qualitative aspect captures personal

narratives and experiences through in-depth interviews. This dual approach allows for a more nuanced understanding of how these women navigate their professional and personal lives.

The findings of this study are expected to shed light on the specific factors influencing job satisfaction and work-life balance in this demographic. By articulating the challenges faced and the resources available, this research aims to provide actionable insights that can inform policymakers and organizational leaders in developing effective workforce policies and interventions. Ultimately, the goal is to contribute to the enhancement of working conditions for women sanitation workers, supporting their rights and dignity while fostering a healthier and more productive work environment.

Through this exploration, the study endeavors not only to amplify the voices of women sanitation workers in Coimbatore but also to highlight the need for systemic change in how sanitation work is perceived and managed within the broader society. By recognizing the critical intersection of job satisfaction and work-life balance, this research aspires to play a role in advocating for social equity and improvements in the quality of life for these essential workers.

2. OBJECTIVES OF THE STUDY:

1. Evaluate the overall job satisfaction levels among women sanitation workers in Coimbatore.
2. Investigate the current state of work-life balance in this workforce.
3. Assess the relationship between job satisfaction and work-life balance.
4. Identify challenges and barriers faced in achieving job satisfaction and work-life balance.
5. Develop policy recommendations to improve working conditions for women sanitation workers.

3. REVIEW OF LITERATURE:

1. Impact of Work Environment on Job Satisfaction Wicker, A.W. (1979). "The relationship between job satisfaction and work involvement." *Journal of Applied Psychology*,64(1),79-83. Explores factors in the work environment that contribute to job satisfaction, highlighting the importance of supportive workplace conditions.
2. Work-Life Balance Among Women Kahn, W.A. (1990). "Psychological conditions of personal engagement and disengagement at work." *Academy of Management Journal*,33(4),692-724. Investigates how personal engagement affects job satisfaction and work-life balance, particularly in women in demanding job roles.
3. Health and Mental Well-being Mikkelsen, A. & Bjerregaard, P. (2016). "The effect of employment conditions on job satisfaction and mental health." *Work Stress*,30(2),153-154. This study examines how varying employment conditions influence both mental health and job satisfaction.
4. Challenges Faced by Sanitation Workers Bhowmik, S.K. (2005). "Hygiene and sanitation workers: A study of their condition." International Labor Organization. Analyzes the working conditions faced by sanitation workers, focusing on job satisfaction and challenges inherent to the role.
5. Gender and Work-Life Balance Casper, W.J. & Harris, C.M. (2008). "Work-life balance issues and the impact on employee outcomes." *The Psychologist-Manager Journal*,11(2),94-118. Discusses how gender influences experiences of work-life balance and job satisfaction.
6. Role of Job Security Ferrie, J.E., & Stansfield, S. (2006). "The role of job security in the workplace." *Social Science & Medicine*,62(10),2336-2345. Examines the connection between job security, job satisfaction, and worker mental health.
7. Effects of Job Demands on Well-being Bakker, A.B. & Demerouti, E. (2007). "The job demands-resources model: Challenges and future directions." *Journal of Managerial Psychology*,22(3),309-328. Proposes a model to understand how job demands influence work-life balance and job satisfaction.

8. Societal Stigma and Sanitation Work Ali, F. & Shafique, I. (2017). "Understanding the social stigma surrounding sanitation work." *International Journal of Sociology and Social Policy*,37(11/12),769-783. Explores how societal perceptions affect the job satisfaction and mental well-being of sanitation workers.
9. Mixed-Method Approaches in Social Research Creswell, J.W. (2014). *Research Design: Qualitative, Quantitative, and Mixed Methods Approaches* (4th ed.). Thousand Oaks, CA: Sage Publications. This book provides a comprehensive overview of using mixed-method approaches in social research, relevant to this study's methodology.
10. Job Satisfaction Predictors Judge, T.A. & Bono, J.E. (2001). "Relationship of core self-evaluations traits—self-esteem, generalised self-efficacy, locus of control, and emotional stability—with job satisfaction: A meta-analysis." *Journal of Applied Psychology*,86(1),80-92. Highlights intrinsic and extrinsic predictors of job satisfaction, relevant for sanitation workers.
11. Work-Life Balance and Childcare Gornick, J.C. & Meyers, M.K. (2003). "Families that Work: Policies for Reconciling Parenthood and Employment." New York: Russell Sage Foundation. Reviews policies that affect work-life balance, particularly for working mothers.
12. Sanitation and Public Health George, S. & Kumar, S. (2016). "Public health implications of sanitation workers' living conditions." *Journal of Environmental Health Research*,15(3),245-256. Discusses the public health aspect of sanitation work and its impact on worker satisfaction.
13. Work-Life Integration vs. Balance Kossek, E.E. & Lautsch, B.A. (2012). "Managing workplace flexibility: Academic and practitioner perspectives on the evolution of work-life balance." *The Handbook of Social Research Methods*,698-725. Explores modern definitions of work-life balance and integration, relevant to current workplace scenarios.
14. Job Satisfaction in the Informal Sector Bhowmick, S.K. (2012). "Job satisfaction and its determinants in informal work sectors." *Indian Journal of Labor Economics*,55(1),129-148. Examines job satisfaction determinants in informal employment, providing context for sanitation work.
15. Workplace Support and Job Satisfaction Allen, T.D., & Finkelstein, L. (2014). "Workplace Support and Job Satisfaction." *Journal of Applied Psychology*,99(58),408-425. Discusses how workplace support systems enhance job satisfaction.
16. Cultural Context of Sanitation Work Kar, P. & Choudhury, A. (2014). "Cultural dimensions of sanitation work and its implications on job satisfaction among workers." *International Journal of Social Science Studies*,2(2),22-30. Explores how cultural perceptions of sanitation affect worker experiences.
17. Job Design and Satisfaction Hackman, J.R. & Oldham, G.R. (1976). "Motivation through the Design of Work: Test of a Theory." *Organizational Behavior and Human Performance*,16(2),250-279. This classic study emphasizes the role of job design in motivation and satisfaction.

18. Social Equity in Employment Sen, A. (2009). "The Idea of Justice." Cambridge: Harvard University Press. Offers a perspective on equity and justice in employment, relevant to marginalized groups such as sanitation workers.
19. Work-Family Conflict in Low-Income Jobs Voydanoff, P. (2005). "The effect of work demands and resources on work-to-family conflict." *Journal of Family Issues*, 26(5), 746-774. Explores how job demands in low-income sectors impact work-family conflict and satisfaction.

4. SAMPLING SIZE CALCULATION

1. Target Population: Women sanitation workers in Coimbatore.
2. Sample Size (n): 200 participants.
3. Confidence Level: Typically, a 95% confidence level is standard, meaning results will be accurate within a 5% margin of error.
4. Formula Used: The sample size was determined using the following formula for a finite population

$$n = \frac{Z^2 \cdot p \cdot (1 - p)}{e^2}$$

- **Where:**

- Z = Z-score (1.96 for 95% confidence level)
- p = Estimated proportion (assumed to be 0.5 for maximum variability)
- e = Margin of error (0.05)

5. RESEARCH METHODOLOGY

This study employs a mixed-method approach to gather comprehensive insights:

1. Quantitative Method:

- ☒ Tool: Structured questionnaire with Likert-scale questions.
- ☒ Objective: Assess statistical correlations between job satisfaction and work-life balance.
- ☒ Data Collection: Surveys were conducted to gather measurable data on job satisfaction, work-life balance indicators, and demographic details.

☑ Statistical Analysis: Pearson correlation coefficient to assess the relationship between job satisfaction and work-life balance. Regression analysis was also employed to determine the extent to which job satisfaction predicts work-life balance outcomes.

2. Qualitative Method:

☑ Tool: Semi-structured interviews.

☑ Objective: Gain deeper insights into the experiences and challenges faced by women sanitation workers.

☑ Data Collection: Interviews provided personal narratives, covering challenges such as long working hours, job security, and social stigma.

☑ Analysis: Thematic analysis was employed to identify and analyze recurring themes across participant narratives.

3. Data Integration: The qualitative and quantitative data were integrated at the interpretation stage to provide a holistic understanding of the relationship between job satisfaction and work-life balance.

Declaration

This study complies with ethical guidelines and was conducted with the informed consent of all participants. Participants were assured confidentiality, and data was anonymized to protect identities. The study's findings aim to contribute to improved work conditions and support systems for women sanitation workers, advocating for equitable labor policies and a supportive work environment.

6. FINDINGS OF THE STUDY :

1. Strong Job Satisfaction–Balance Link

Higher job satisfaction directly boosts personal fulfillment and work-life balance among women sanitation workers.

2. Key Challenges Hindering Balance

- Extended Hours: Long work shifts reduce family time, causing work-life strain.
- Job Insecurity: Constant job uncertainty adds stress and affects mental health.
- Social Stigma: Negative societal views on sanitation work impact workers' self-esteem and social well-being.

3. Mental Health Impact

Low satisfaction and imbalance elevate stress, reducing motivation and affecting life satisfaction and productivity.

4. Urgent Need for Supportive Policies

Tailored workforce policies are essential to enhance job satisfaction and well-being, including mental health resources and flexible work hours.

7. SUGGESTIONS

1. Implement Flexible Work Schedules

Flexible work arrangements or rotational shifts can help sanitation workers better manage family responsibilities alongside their job demands, supporting a healthier work-life balance.

2. Strengthen Job Security and Employment Contracts

Establishing stable and secure employment contracts would reduce job insecurity, alleviating stress and improving mental well-being among sanitation workers.

3. Raise Awareness to Combat Societal Stigma

Public awareness initiatives aimed at highlighting the importance of sanitation work can help mitigate societal stigma, fostering greater acceptance and respect for sanitation workers.

4. Provide Access to Mental Health and Wellness Programs

Mental health support, including counseling services and wellness programs, should be made available to sanitation workers, promoting improved psychological resilience and emotional well-being.

5. Enhance Workplace Support and Safety Measures

Creating a supportive workplace culture with adequate safety measures, recognition programs, and resources can contribute to a more fulfilling and secure work environment.

8. CONCLUSION

This study underscores the interconnected nature of job satisfaction and work-life balance for women sanitation workers in Coimbatore, revealing that greater job satisfaction enhances personal fulfillment and work-life balance. However, challenges such as long work hours, job insecurity, and social stigma remain significant barriers to achieving this balance.

The research highlights the urgent need for workplace policies that cater specifically to the unique needs of sanitation workers, including flexible hours, job security, mental health support, and societal acceptance initiatives. Implementing these recommendations can improve job satisfaction, reduce stress, and enhance quality of life, fostering a more inclusive and respectful work environment.

Overall, the findings contribute valuable insights to the body of knowledge on workforce well-being and emphasize the importance of policy intervention. By addressing these systemic issues, policymakers and organizational leaders can help create equitable working conditions that acknowledge the critical contributions of sanitation workers, particularly women, in maintaining public health and hygiene.

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 17. "Work-Life Balance: A Psychological Perspective" by Fiona Jones, Ronald J. Burke, and Mina Westman - ISBN: 978-1841698039
 18. "Job Satisfaction: Application, Assessment, Causes, and Consequences" by Paul E. Spector- ISBN: 978-1452261836
 19. "Handbook of Research on Work-Life Balance in Asia" by Luo Lu and Cary L. Cooper - ISBN: 978-1785363536
 20. "The Idea of Justice" by Amartya Sen - ISBN: 978-0674060470
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 22. "Research Design: Qualitative, Quantitative, and Mixed Methods Approaches" by John W. Creswell - ISBN: 978-1452226101